

THE JOB

The essential functions of the non-sworn Police Recruit position include: attending a P.O.S.T. certified basic police academy; and performing civilian police training work.



Applicants currently attending a full-time POST certified academy are encouraged to apply. Those who successfully complete the testing process, may be sponsored through the remainder of their academy. Applicants who have graduated from a POST certified academy in the last six (6) months may also apply.

Upon successful completion of the basic academy, Police Recruits may be sworn in as full-time Police Officers. **New Police Officers will serve an 18-month probationary period.** The sworn Police Officer performs responsible police work in the protection of life and property through the enforcement of laws and ordinances.

MINIMUM CANDIDATE QUALIFICATIONS

Age - 21 years or older by graduation from the basic academy.

Vision - 20/20 each eye corrected; 20/80 each eye uncorrected; normal color vision.

Hearing - Normal hearing acuity.

Height/Weight - Proportional to age and frame.

Education - High school graduate or its equivalent. (Completion of 60 semester units or more of college coursework is highly desirable).

Citizenship - Must be a U.S. Citizen or permanent resident alien who is eligible and has applied for citizenship.

Driver's License - Must possess a valid California Driver's License or be eligible and willing to apply for one immediately.

Special Note - New appointees shall not smoke or use any tobacco products at any time while on duty.

Physical Standards - Candidates must meet the physical standards required for performing the most demanding essential tasks of the position. Candidates must be able to: run; jump; climb; resist combative subjects; lift, carry, drag, pull or push heavy weights (e.g. unconscious person). In addition, candidates must be able to work in confined or cramped body positions at times and work for substantial periods in the outdoors exposed to the sun.

APPLICATION & TESTING INFORMATION

Completed application and supplemental forms will be accepted by the Human Resources Division until a sufficient number of applications have been received. Candidates will be requested to provide thorough and clear information on their experience and education which relates to the Police Recruit position to ensure the correct evaluation of their qualifications. Candidates will be encouraged to attach to their applications any additional materials which they feel may enhance the information on the official application and supplemental form. **Facsimiles will not be accepted.**

Testing Information: Candidates must pass the following tests to be placed on the formal eligibility list. **Physical Agility (Pass/Fail); Written Examination (Pass/Fail); and Interview Evaluations (Pass/Fail).** Upon successful completion of the written examination and physical agility and, based upon the information presented in the application materials, only a limited number of candidates with qualifications most directly related to this position will be invited to the interviews. All candidates will be notified of their status by mail and/or telephone. For more information, please visit our web site at www.costamesapd.org or e-mail us at JoinCMPD@ci.costa-mesa.ca.us

NOTE: *Candidates who have successfully passed the POST Entry-Level Law Enforcement exam within the last 12 months are encouraged to submit proof. Depending on your test scores, you MAY be eligible to have the written exam waived.*

SELECTION PROCESS

Appointment(s) will be made by the Chief of Police upon passing the oral interview; background investigation (which includes determination of recent drug use) and polygraph examination; and the post-offer, pre-appointment psychological evaluation and medical examination. A sworn Police Officer will be subject to random drug testing during his/her probationary period. The established eligibility list may be used to fill future vacancies. The eligibility list is typically good for one year, unless it is exhausted sooner or extended for an additional period of time.



Salary Information: Police Recruits are at-will employees and are paid \$24.83 per hour (based on a 40-hour work week) while attending the academy. In addition, the Police Department pays for all uniforms and equipment required.

COMPENSATION & BENEFITS FOR POLICE OFFICERS

After graduation from an academy, Police Recruits may be hired as sworn Police Officers. Sworn Police Officers salary: **\$5,565; \$5,843; \$6,135; \$6,442; \$6,764 per month.** The City pays the employee's contribution for sworn officers to the PERS retirement system (3% @ 50) which results in a salary equivalent to **\$6,065 to \$7,372** per month for retirement purposes.

Retirement: City-paid 9% employee contribution to the California Public Employees' Retirement System 3% @ 50 plan. The City does not participate in the social security system.

Health Insurance: \$481 per month flexible benefit contribution towards payment of employee and family medical, and long term disability (LTD) insurance. Dependent care and medical reimbursement programs are also available.

Life Insurance: \$50,000 term life insurance policy. Supplemental life insurance is available.

AD & D Insurance: \$50,000 accidental death and dismemberment insurance policy.

Holidays: 96 hours or 120 hours per year.

Vacation: Initially, 92 hours per year. This amount increases to a maximum of 188 hours after 15 years of service.

Sick Leave: 96 hours per year.

Bilingual Pay: Sworn officers who are certified as bilingual receive an additional 2.5% or 5% above base monthly salary.

Deferred Compensation: Voluntary contributions up to \$15,000 per year.

Tuition Reimbursement: A tuition reimbursement program is available after one year of continuous service.

Credit Union: Available for membership.

Note: The provisions of this job bulletin do not constitute an express or implied contract. Any provisions contained within may be modified or revoked without notice. As a condition of employment, you may be required to perform designated functions of an immigration officer so as to identify, process and detain immigration offenders encountered as specified in the relevant MOU with U.S. Immigration and Customs Enforcement (ICE). All new employees are required to enroll and participate in the direct deposit program.



POLICE MISSION STATEMENT

With professionalism, respect and integrity, we will maintain a partnership with the community, striving to improve the quality of life by providing a safe and secure environment for all.

ORGANIZATIONAL VALUES

Professionalism

We value professionalism and being accountable to the highest standards of law enforcement. We encourage dedication and a strong commitment in providing quality service to our community.

Respect

We value the rights of all people, treating them in a fair and courteous manner, with an emphasis on individual dignity and worth.

Integrity

We value truthfulness and honesty, and consider them vital to our organization. We are committed to ethical conduct by all members of our department, and to the highest standards of moral character in serving our community. We are committed to justice and fairness, and will abide by the law enforcement code of ethics.

Development of Employees

We value our employees as our greatest asset. We believe in empowering individuals who reflect the organization's values, through greater autonomy and control within their scope of responsibility. We are committed to the recruitment, development and retention of the highest quality employee available. We encourage an atmosphere of innovation and problem solving, and providing the equipment and technology necessary to accomplish our mission.

Equals ~ Pride



THE CITY OF COSTA MESA

*Invites
applications for*

POLICE RECRUIT

\$24.83/Hour
while attending the academy



Apply Immediately

*The City promotes diversity
within its workforce*